

# Personnel

## Certified Personnel

### Smoking, Drinking, or Use of Drugs on School Premises or During School Sponsored Activities

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**Introduction:** The board of education is concerned with maintaining a safe and healthy working and learning environment for all staff and students. Medical research indicates that the use of alcohol, drugs, and tobacco are hazardous to one's health. In addition to the health hazard, certified employees are entrusted with the responsibility of imparting knowledge and serving as role models to students.

**Alcohol and Drugs:** The board of education recognizes the importance of maintaining a drug-free environment for its staff and students. In compliance with federal and state statutes, employees and students are prohibited from the unlawful procurement, preparation, manufacture, distribution, dispensing, or possession of any controlled substances in or on any school district property, vehicle, or any other property, location or vehicle used for school sponsored or approved activities. Controlled drugs are further defined in schedules I through V of section 202 of the controlled substances Act (21 U.S.C. 812) and as further defined by regulation at 21 C.F.R. 1300.11 through 1300.15.

The "workplace" is defined as school district property or the site for the performance of work done by employees or activities involving students. That includes any school building or any school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities; off school property during any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district.

An employee shall notify his or her supervisor/principal of his or her conviction for any criminal drug statute violation occurring in the workplace as defined above, no later than 24 hours of incarceration and/or conviction.

Employees and students shall abide by the terms of the school district policy respecting an alcohol, drug, and tobacco-free workplace.

An employee who violates the terms of this policy may be required to complete successfully an appropriate rehabilitation program, or may not be renewed, or his/her employment may be suspended or terminated.

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**Tobacco:** There shall be no smoking or use of tobacco products on school property, at school sponsored events, or on transportation provided by the board of education.

**Promulgation of rules:** A copy of this policy shall be distributed to all employees of the board of education. Failure to comply with the policy may result in disciplinary action as detailed in superintendent regulations 04129.

#### Legal References:

Drug-Free Workplace Act. 102 Stat. 4305-4308.

Drug-Free Schools and Community Act, P.L. 99-570, as amended by P.L. 101-226 (1991)

21 U.S.C. 812, Controlled Substances Act, I through V, 202.

21 C.F.R. 1300.11 through 1300.15 regulation.

54 Fed. Reg. 4946 (1989)

Connecticut General Statutes

1-21 b Smoking prohibited in certain places.

19-443(6) Exception.